

Mei L. Bickner
Arbitrator & Mediator

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Professional Experience

Active labor and employment arbitrator since 1980. Arbitration and mediation of an extensive variety of labor and employment disputes, complex issues grievance mediation, and factfinding of sexual harassment and discrimination cases, in a wide variety of industries and public agencies and at all levels of employment. Hundreds of awards issued, many published.

Representative Employers and Industries

Aerospace, aircraft manufacturing, airlines, automotive, beverage, broadcasting, canning, casinos, chemicals, clerical, clothing, construction/building, education, engineering and research, entertainment/arts, federal government, financial institutions, food processing, health care, hotel and restaurant, local government, lumber, medical centers, micro-electronics, mining, newspapers, oil exploration, petroleum, pharmaceuticals, pharmacy, plastics, police and fire, printing and publishing, pulp and paper products, regulatory agencies, retail and chain stores, satellite systems, scientific instruments/controls, security, service industries, shipbuilding and dry dock, sports arenas, supermarkets, telecommunications, transportation, trucking and storage, universities; utilities, warehousing, wireless phones.

Issues arbitrated and mediated

Discrimination; alcoholism and substance abuse, child abuse, arbitrability, breach of contract, confidentiality, conflict of interest, customer relations, demotion, dishonesty, disqualification, drug testing, employer policies, falsification of records, fights, harassment, hazards in the workplace, insubordination, intimidation, involuntary resignation, job evaluation, medical disability, negligence, patient abuse, promotions, rate of pay, reassignment, reclassification, reduction in force, reduction in hours, remedies, retreat rights, sexual harassment, threats, transfers, unprofessional conduct, violence, work performance, wrongful termination.

Rosters

ATT Midwest-IBEW 21; BF Goodrich-IAM District 964; Boeing-IAM District 725; Boeing Satellite Systems-EAST 1553; California State University-State Employees Trades Council; Catholic Healthcare West San Gabriel Valley Medical Center-California Nurses Association, Caregivers and Healthcare Employees Union; City of Costa Mesa-Costa Mesa Police Association; Clark County School District, Nevada and Education Support Employees Association; L-3 Communications-EAST 1553; Pepsi Bottling Group-Teamsters 683; Raytheon-EAST 1553; State Building & Construction Trades Council of California, Building-Construction Trades Council of Kern, Inyo, Mono Counties-Elk Hills Power, LLC; Social Security Administration-AFGE; St. Vincent Medical Center-California Nurses Association; VA Medical Center, Phoenix, AZ-AFGE Local 2382.

Education

Ph.D. (with distinction), University of California at Los Angeles, 1968; M.B.A., University of California at Los Angeles 1964; B.A., University of California at Los Angeles, 1962.

Teaching Experience

1978-2004, Professor, College of Business and Economics, California State University Fullerton, teaching undergraduate and graduate seminars in ADR, labor management relations, negotiations, dispute settlement, mediation and arbitration. Frequent trainer and lecturer on arbitration, negotiation, and other dispute resolution topics, including *Workshop for Experienced Arbitrators* at the Association for Conflict Resolution Annual Conference, 2005; a two-day *Collective Bargaining Simulation* at the Southwest Labor Management Conferences, Las Vegas 2000, 2002; a three-day *Arbitration for Advocates*, Federal Mediation and Conciliation Service, Scottsdale, Arizona, 2001; *Procedural and Substantive Issues in Labor Arbitration*, Southwest Labor Management Conference, 2000, 2002; *Employment Dispute Resolution in the US*, and *Gender Discrimination and Sexual Harassment*, Universitas Katolik Parahyangan, Bandung, Indonesia, 2001; *Hot Button Issues in Race, Sex, and Age Discrimination*, National Academy of Arbitrators et al, Los Angeles, 2001; *Sexual Harassment Factfinding*, National Academy of Arbitrators, Nashville (1997); *Sexual Harassment Investigations*, National Academy of Arbitrators, San Antonio (1995); *Arbitration Case Preparation and Presentation* and *Advanced Arbitration Workshops*, American Arbitration Association, California and Nevada, 1985-present.

Mediation and Arbitration Training

Employment Law Mediation Training (40 hours), Alliance for Education in Dispute Resolution (ABA, NAA, Cornell, UCLA et. al.) Washington, D.C. (2000) and Montreal (1999), *Advanced Mediation Skills and Employment Training*, National Academy of Arbitrators, Kansas City (1998); *Employment Arbitrator Training*, American Arbitration Association, Los Angeles (2000), Irvine (1995); *Advanced Mediation Skills*, Los Angeles County Bar Association (1995); *Mediation Training*, National Academy of Arbitrators, Boston (1994).

Professional Associations

Member: National Academy of Arbitrators; Association for Conflict Resolution; Labor and Employment Relations Association; *Panel Member*: American Arbitration Association, National Mediation Board, Federal Mediation and Conciliation Service

Selected Publications

Arbitrator Acceptability: Arbitrators' and Advocates' Perspectives, in Proceedings of the 56th Annual Meeting of the National Academy of Arbitrators, 2003; *What do Arbitrators Do with Surprise Evidence*, California Labor & Employment Law Quarterly, (March 2002); *Penyelesaian Perselisihan Tenaga Kerja di Amerika (Employment Dispute Resolution in the United States)*, Bina Ekonomi (August 2001); *Sexual Harassment And Investigations; Issues and Dilemmas*, in Proceedings of the 51st Annual Meeting of the National Academy of Arbitrators, 1999; *Developments in Employment Arbitration* in Dispute Resolution Journal, Vol. 52, No. 1 (January, 1997); Contributing Editor of *Labor Arbitration. An Annotated Bibliography*, Charles J. Coleman and Theodora T. Haynes, Editors, ILR Cornell University Press, 1994; *Shared Decision-Making in the Schools: Fad or Fundamental Change*, with Archie Kleingartner in California Public Employee Relations, 92 (February, 1992).